



WILLIAM SHREWSBURY PRIMARY SCHOOL

SAFER RECRUITMENT POLICY

Adopted by: William Shrewsbury Primary School Governing Body

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1.0 Introduction

William Shrewsbury Primary School is committed to providing the highest level of education and care to its pupils and to safeguarding and promoting the welfare of children and young people.

William Shrewsbury Primary School recognises that the safe recruitment of its staff in schools is essential to safeguard the children in attendance.

Safer practice in recruitment means thinking about and including issues relating to child protection and safeguarding and promoting the welfare of children at every stage of the process and for all people being recruited.

This policy is **NOT** a Recruitment and Selection Guide and deals only with safer recruitment.

2.0 Aims and Objectives

The aims of this safer recruitment policy are as follows;

- to help deter, reject or identify people who are unsuited to work with pupils by having appropriate selection and appointment procedures
- to ensure that the best staff are recruited on the basis of their suitability, merits and abilities as measured against the job description and person specification
- to ensure that no applicant is discriminated against on any grounds as per the Equality Act 2010
- to ensure compliance with the Keeping Children Safe in Education Statutory guidance for schools and colleges on safeguarding children and safer recruitment in education
- to ensure compliance with current employment legislation

It is recommended that this guidance is used in conjunction with the advice and support of your Senior HR Consultant.

3.0 Roles and Responsibilities

It is the responsibility of the Headteacher, Bursar and all other staff involved in recruitment to;

- ensure that the school operates safe recruitment procedures
- ensure that appropriate checks are carried out on all staff and volunteers who work at the school
- to monitor contractors and agencies compliance with this policy

In this school the Governing Body has delegated responsibility to the Headteacher for all staff appointments. The Deputy Headteacher and Bursar have delegated responsibility for some support staff appointments.

It is the responsibility of the Governing Body to:

- ensure the school has effective policies and procedures in place for recruitment of all staff and volunteers
- monitor the school's compliance with them

4.0 Recruitment and Selection Procedure

4.1 Selection Panel

- 4.1.1 Any person with a **personal** or **pecuniary interest** in the appointment of a particular applicant must declare it as soon as they are aware of the individual's application and avoid any involvement in the recruitment and selection decision making.
- 4.1.2 At least one member of the selection panel will have completed Safer Recruitment Training¹

4.2 Job Descriptions and Person Specifications

- 4.2.1 Every job description and person specification will make reference to the postholder's responsibility for safeguarding and promoting the welfare of children.
- 4.2.2 The person specification will include specific reference to suitability to work with children.

4.3 Advertisements

- 4.3.1 Adverts for all posts will include the School's commitment to Safeguarding and the fact the post is exempt from the Rehabilitation of Offenders Act ie:

This School/Academy is committed to safeguarding and promoting the welfare of children and young people/vulnerable adults and expects all staff and volunteers to share this commitment.

This position is subject to a criminal records check from the Disclosure and Barring Service (formerly CRB) which will require you to disclose details of all unspent and unfiltered spent reprimands, formal warnings, cautions and convictions in your application form

4.4 Application Forms

- 4.4.1 All prospective applicants must complete, in full, an application form.
- 4.4.2 CV's or general letters of application will not be accepted
- 4.4.3 Application forms and supporting information will be scrutinised fully and explored with the applicant where necessary to resolve any discrepancies or anomalies.
- 4.4.4 As part of the application process (usually on the application form) applicants will be asked to complete a criminal records self disclosure.
- 4.4.5 All applicants will also be provided with the Safer Recruitment Policy.

4.5 References

¹ School Staffing (England) (Amendment) Regulations 2014 mean that from 1 September 2014 training providers no longer have to be approved by the secretary of state.

- 4.5.1 Professional and character references will include specific questions relating to the role applied for, a candidate's suitability to work with children, any substantiated allegations relating to children and/or any disciplinary action taken in relation to their work or contact with children as a result of which penalties or sanctions have either expired or remain in force
- 4.5.2 References will also be used to confirm details provided by the applicant in the application form (such as the experience and qualifications claimed by the applicant).
- 4.5.3 References will always be sought and obtained directly from the referee – they will not be accepted directly from the applicant.
- 4.5.4 Where necessary, referees will be contacted by telephone or email in order to clarify and anomalies or discrepancies. A detailed written note will be kept of such exchanges.
- 4.5.5 Open references or testimonials will not be accepted and only written references will be considered
- 4.5.6 References will be sought on all shortlisted candidates, including internal ones, and where possible will be obtained before interview so that any issues of concern they raise can be explored further with the referee, and taken up with the candidate at interview. Where it is not possible to obtain references prior to interview because of delay on the part of the referee a reference will be received and scrutinised prior to confirmation of appointment
- 4.5.7 In all instances where an applicant currently works in a school or educational setting, a reference will **always** be sought from the Headteacher or a Governor of that establishment.
- 4.5.8 If a candidate for a position is not currently employed in a school, but has been in their past, we will check with the school, college or local authority at which they were most recently employed, to confirm details of their employment and their reasons for leaving.
- 4.5.9 A minimum of two references will be received and scrutinised – one to be from the current or most recent employer
- 4.5.10 Information provided by the Headteacher or Governors for an internal candidate will be considered like a reference for an external candidate.
- 4.5.11 If a panel member knows something factual (i.e. that can be supported by evidence) about a potential candidate that other members may not know, the information will be shared so that the panel itself can decide if it is relevant.
- 4.5.12 Any information about past disciplinary action or allegations should be considered carefully when assessing the applicant's suitability for the post (including information obtained from the NCTL Teacher Services checks referred to in 5.1).

4.6 Interviews

- 4.6.1 Interviews will always be conducted face to face. Telephone interviews may be used at the shortlisting stage but will not be a substitute for a face to face interview.

4.6.2 Candidates will always be required to;

- Explain any gaps in employment
- Explain any anomalies or discrepancies in the information available to the selection panel
- Declare any information that is likely to appear on a DBS disclosure
Demonstrate their attitudes, motives and values for working with children and young people, and their capacity to safeguard and protect the welfare of children and young people
- Bring with them evidence of their identity (photographic), address and qualifications. Original documents only will be accepted and photocopies will be taken. Unsuccessful applicants' documents will be destroyed.

5.0 Making the Offer of Appointment

5.1 An offer of appointment to a successful candidate, including one who has lived or worked abroad, is conditional upon satisfactory completion of the following pre-employment checks.

The Appointing Officer will;

- verify a candidate's identity, following the DBS identity checking guidelines <https://www.gov.uk/government/publications/dbs-identity-checking-guidelines/id-checking-guidelines-for-dbs-check-applications>
- obtain a certificate for an enhanced DBS check with a barred list information where the person will be engaging in regulated activity;
- obtain a separate barred list check if an individual will start work in regulated activity before the DBS certificate is available;
- check that a candidate to be employed as a teacher, or to carry out 'teaching' work, is not subject to a prohibition order issued by the Secretary of State, using the NCTL Teacher Services website (formerly called 'Employer Access Online');
- verify the candidate's mental and physical fitness to carry out their work responsibilities – PEAQ or Assessment of Fitness to Work
- Conduct other checks related to the requirements of the role e.g. driving licence or valid insurance
- if a person has lived, or worked outside the UK make any further appropriate checks (para 9 below)
- verify professional qualifications, by requesting certificates of evidence as appropriate
- verify the person's right to work in the UK
- For staff who work in childcare provision or who are directly concerned with the management of such provision we will ensure that appropriate checks are carried out to ensure that individuals are not disqualified under the Childcare (Disqualification) Regulations 2009 by requiring signature on declaration form (Appendix 1)

5.2 DBS Certificate

A DBS certificate will be obtained from the candidate before or as soon as practicable after appointment. Alternatively, if the applicant has subscribed to it and gives permission, we may undertake an online update check through the DBS Update Service.

Before using the Update Service we will:

- a. obtain consent from the applicant to do so;
- b. confirm the certificate matches the individual's identity; and
- c. examine the original certificate to ensure that it is for the appropriate workforce and level of check, e.g. enhanced certificate/enhanced including barred list information.

5.3 Agency and Third Party Staff

We will obtain written notification from any agency, or third party organisation, we use that the organisation has carried out the checks on an individual who will be working at the School that we would otherwise perform.

This will include, as necessary, a barred list check, prior to appointing that individual. We will also check that the person presenting themselves for work is the same person on whom the checks have been made.

5.4 Volunteers

We will prevent people who pose a risk of harm from working with children by adhering to statutory responsibilities to check staff who work with children, taking proportionate decisions on whether to ask for any checks beyond what is required; and ensuring volunteers are appropriately supervised. Under no circumstances will we allow a volunteer in respect of whom no checks have been obtained to be left unsupervised or allowed to work in regulated activity.

If we appoint volunteers we will adopt the same recruitment measures as we would for paid staff. Where the volunteering role will be a one-off such as accompanying teachers and pupils on a day outing or helping at a concert or school fete, such measures would be unnecessary provided that the person is not to be left alone and unsupervised in charge of children.

In summary:

- For new volunteers in regulated activity who will regularly teach or look after children on an unsupervised basis or provide personal care on a one-off basis we will obtain an enhanced DBS certificate with a barred list check.
- For new volunteers not in regulated activity we will obtain an enhanced DBS certificate.
- For existing volunteers who provide personal care, we will consider obtaining an enhanced DBS certificate with barred list check.
- For other existing volunteers who are unsupervised and continuing with their current duties, unless there is cause for concern we will not request a DBS check with barred list check because the volunteer should already have been checked.
- For existing volunteers not in regulated activity there is no requirement to request an enhanced DBS check. However we may choose to request one if we judge it necessary but we cannot request a check of the barred list.
- If a volunteer is not engaging in regulated activity, we will undertake a risk assessment and use our professional judgement and experience when deciding whether to seek an enhanced DBS check.

5.5 Governors

All Governors in maintained schools must now have an Enhanced DBS check. Any Governors who volunteer in our establishment will be treated on the same basis as

other volunteers, that is, an enhanced DBS check with a barred list check if they are to be engaged in regulated activity.

6.0 Induction

All new employees will be given an induction programme which will include systems within the School which support safeguarding.

This includes:

- the child protection policy;
- the staff behaviour policy (sometimes called a code of conduct)
- the designated safeguarding lead.

All staff members will also receive appropriate child protection training which is regularly updated.

All staff will be required as part of their induction to read at least part one of the Keeping Children Safe in Education 2016 statutory guidance.

7.0 Single Central Record

A single centralised record is kept in accordance with the DfE requirements. This is kept up to date by the Bursar and is retained by the School. It contains the following details:

- all staff (including supply staff, and teacher trainees on salaried routes) who work at the school
- regular volunteers who are engaged in regulated activity
- governors who can be engaged in regulated activity

The information recorded on these individuals is whether or not the following checks have been carried out or certificates obtained, and the date on which the checks were completed:

- an identity check;
- a barred list check;
- an enhanced DBS check;
- a prohibition from teaching check;
- further checks on people living or working outside the UK;
- a check of professional qualifications; and
- a check to establish the person's right to work in the United Kingdom
- Disqualification by Association declaration form where relevant

Where checks are carried out on volunteers, this will also be recorded on the single central record.

For agency supply staff, we will also include whether written confirmation that the employment business supplying the member of supply staff has carried out the relevant checks and obtained the appropriate certificates, whether any enhanced DBS check certificate has been provided in respect of the member of supply staff, and the date that confirmation was received.

A designated safeguarding Governor will be responsible for auditing the Single Central Record and reporting his/her findings to the full Governing Body annually.

8.0 Record Retention

Copies of DBS certificates will not be retained as this is not a requirement of the duty to maintain the Single Central Record.

A copy of the other documents used to verify the successful candidate's identity, right to work and required qualifications will be kept for the personnel file.

Interview notes on unsuccessful applicants will be retained for a period of 6 months after which they will be destroyed.

9.0 Applications from Overseas Applicants

If an applicant has lived or worked overseas for a period of at least 3 months during the previous 5 years then further checks will be made to ensure that any relevant events that occurred outside the UK can be considered. The Home Office has published guidance on criminal record checks for overseas applicants and can be accessed at <https://www.gov.uk/government/publications/criminal-records-checks-for-overseas-applicants>.

These further checks should include a check for information about any teacher sanction or restriction that an EEA professional regulating authority has imposed, using the NCTL Teacher Services system. Although restrictions imposed by another EEA regulating authority do not prevent a person from taking up teaching positions in England, schools should consider the circumstances that led to the restriction or sanction being imposed when considering a candidate's suitability for employment.

10.0 A Wider Culture of Vigilance

William Shrewsbury Primary School is committed to providing the highest level of education and care to its pupils and to safeguarding and promoting the welfare of children and young people. It is recognised that safer recruitment does not end at appointment. Our School is committed to creating a 'safer culture' and will ensure the following:

- That there are clear procedures in place to monitor, support and review new entrants to the organisation
- That there are clear procedures for reporting concerns
- That any employee who reports a concern is supported in doing so and there is a clear commitment to taking appropriate action.